

Global Immigration Advisory Services

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Introduction

In today's rapidly evolving global landscape, navigating immigration is no longer just about compliance – it's about strategically aligning talent mobility with your broader business goals. Whether your company is expanding globally, adapting to complex regulatory landscapes, building robust talent programs or managing geo-political shifts, Deloitte's global Immigration Advisory services can offer customized solutions and strategic insights. Our team in the Middle East delivers a truly holistic approach to immigration advisory by integrating deep global expertise with a keen understanding of regional nuances.



Our Immigration Advisory services

There are three key areas where Deloitte can provide immigration advisory support.

Location Advisory and Corporate Transactions

Market Entry and Global Expansion

- Location analysis
- Market entry strategy and compliance
- Cross-service support (payroll, corporate registrations, social security)

Mergers & Acquisitions (M&A)

- Transfer strategy and compliance
- Cost and timeline projections
- Employee communications

Emergency Support

- Crisis management
- Evacuation routes
- 24 hour global support

Contingency Planning

- Scenario planning
- Risk analysis and mitigation
- Government liaison

Talent Advisory

Alternative Work Models

- Remote work arrangements and other flexible work patterns
- Compliance with immigration, labour, tax, and social security regulations

Policy Advisory

- Draft, review, and analysis of HR organizational policies
- Benchmarking of policies within sector and across jurisdictions

Global Employment Company Advisory

- Strategic planning and jurisdiction selection
- EoR models and permanent establishment risks

Regulatory Compliance

Risk Mapping

- Impact analysis and risk mitigation
- Identify potential impacts from new HR, tax, and immigration regulations on talent mobility
- Proactive risk mitigation strategic planning

Evolving landscape

- Our team is strategically located near key geo-political events.
- Prepare for political and regulatory changes impacting immigration policies.
- Ensure minimal disruption to current workforce and talent mobility.



Why Choose Deloitte?

We combine regional insights, strong government relationships, and the collaborative power of our integrated teams to deliver an unparalleled client experience.

Our approach is underpinned by three key principles:



We incorporate immigration and mobility into wider workforce and tax strategies, utilizing Deloitte's extensive resources for holistic planning and implementation.

Our partnership with Deloitte's various service lines such as Business Process Solutions, HR Advisory, and Human Capital teams ensures our services complement your global and regional strategies effectively.



Our strategic advisory services blend global insights with local expertise. We provide strategic guidance from our regional experts who understand local immigration landscapes and offer culturally relevant, up-to-date advice, while aligning local requirements with global standards to address your unique challenges.

We utilize global project management teams to support and streamline advisory support and execution.



We have deep relationships with governments across the globe and actively engage with governments to reform immigration regulations and conduct public consultations to influence and adapt to policy changes that affect your business.



Case Studies on Immigration Advisory Services by Deloitte Middle East

Take a look at how we have supported diverse client sectors through complex challenges and opportunities in the Middle East.

Type	Client need	Deloitte's unique involvement
Location Advisory	Client entering new market (KSA)	Entering the Saudi Arabian market, our client leveraged Deloitte's regional expertise and comprehensive advisory services. We crafted a report addressing HR and immigration policies to ensure readiness. By applying tailored HR strategies, we enabled a seamless market entry, aligning with the client's goals and ensuring their team was work-ready on time.
Talent Advisory	Client facing a skill gap for future branch opening in KSA	Our client aimed to open a new branch in KSA and used Deloitte's expertise to bridge their skills gap through our Talent Advisory services. We delivered an in-depth report assessing talent needs, optimal locations, and immigration rules to support efficient recruitment. This strategy secured essential skills, advanced their business, and ensured compliance with nationalization regulations.
Immigration Compliance Advisory and HR Policy design	Nationalization/Emiratization effect on mobility	We delivered a comprehensive advisory report, offering an in-depth analysis of the UAE Ministry of Human Resources and Emiratization (MOHRE) nationalization/Emiratization requirements. The report detailed the intricacies of compliance challenges, non-compliance implications, and restrictions on foreign hiring when not adhered to. It further presented both short-term and long-term strategic recommendations, tailored to optimize our client's mobility and hiring strategies.



Contact us

If you require any further support or wish to discuss our Immigration Advisory Services in the Middle East, please contact us at:



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